

**MEMORANDUM OF AGREEMENT
BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES ASSOCIATION
Department of Natural Resources & Parks - Staff and Supervisors**

Pursuant to “Appendix B” to the parties’ collective bargaining agreement effective July 1, 2002 through June 30, 2005 (“Appendix B”), the parties agree as follows:

1. This agreement reflects the parties’ full satisfaction of the obligations contained in Appendix B.

2. The parties have jointly conducted a wage survey for the classifications in this bargaining unit and, based on that survey and the terms of King County Ordinance 11480, the wage rates for the bargaining unit classifications shall be as follows:

Job Classification	Squared Table Range
WasteWater Engineer I	54
WasteWater Engineer II	59
WasteWater Engineer III	63
WasteWater Engineer IV	67
WasteWater Engineer V	70
WasteWater Engineer VI	73
Project Control Engineer I	54
Project Control Engineer II	59
Project Control Engineer III	63
Project Control Engineer IV	67
Project Control Engineer Supervisor	71
Construction Management I	53
Construction Management II	58
Construction Management III	63
Construction Management IV	67
Construction Management V	70
Construction Management VI	73
Designer I	43
Designer II	47
Designer III	52

Job Classification	Squared Table Range
Designer IV	54
Designer V	59
Designer VI	63
WQ Planner/PM I	53
WQ Planner/PM II	58
WQ Planner/PM III	63
WQ Planner/PM IV	68
Environmental Programs Managing Supervisor	71
Real Property Agent I	49
Real Property Agent II	55
Real Property Agent III	61
Real Property Agent IV	67
Real Property Agent V	71
Administrative Office Assistant	29
Administrative Specialist I	33
Administrative Specialist II	37
Administrative Specialist III	41
Administrative Specialist IV	46
Administrative Staff Assistant	48
Administrator I	50
Capital Project Manager I	55
Capital Project Manager II	60
Capital Project Manager III	67
Capital Project Manager IV	70
Capital Projects Managing Supervisor	73
Business & Finance Officer I	53
Business & Finance Officer II	58
Business & Finance Officer III	62
Business & Finance Officer IV	67
GIS Specialist - Entry	55
GIS Specialist - Journey	60
GIS Specialist - Senior	65
GIS Specialist - Master	70

Employees not placed in positions listed above will be allocated into existing King County “class/comp” titles and wage rates as outlined in paragraph 5 below. All such class/comp titles and wage rates as well as those included in the table above are listed in the King County payroll

wage addendum attached hereto as Addendum A.

3. The wages referenced in the table in paragraph 2 shall be effective July 1, 2005. Employees who are in positions which are currently not paid in accordance with the King County 10-step Squared Table shall be placed on the step in the new range nearest to but not lower than the employee's current annual or hourly pay rate (placement is based on annual salary for FLSA exempt employees and on hourly rate for FLSA non-exempt employees) as it existed on July 1, 2005. For purposes of determining the current wage rate, out-of-class, special duty, licenses and certification pay shall not be included. Effective July 1, 2005, employees shall receive an additional one step increase. Thereafter, employees shall be eligible for annual step advancement in accordance with King County Personnel Guidelines. In addition to the above, either of the two following situations, if applicable to a given employee in the Bargaining Units, shall receive one additional step in the range up to a maximum of Step 10:

a) If the employee was at the top of their range prior to the initial placement on or before January 1, 2004.

b) If the employee's base wage on June 30, 2005 is less than or equal to Step 1 of the employee's new range, and the employee's range prior to the initial placement has a midpoint which is less than Step 1 of the new range, and the employee has been in the classification series since July 1, 2002.

4. The County will pay retroactive wages in accordance with this Memorandum of Agreement to any person who was employed in a bargaining unit position at any point from July 1, 2002 through June 30, 2005. The retroactive wage to be paid will be an amount equal to 3% of the total earnings (not including payments received pursuant to the Duncan and Roberts litigation settlement) earned by the employee while employed in a bargaining unit position during the three-year period from July 1, 2002 through June 30, 2005. Anyone who was employed in a bargaining unit position for some but not all of the 3-year period, shall have his/her retroactive wage payment pro-rated according to how many complete months she/he was employed in a bargaining unit position during the 3-year period.

5. For those employees who will be placed in new classifications, the County will issue preliminary allocation of classifications based on a joint recommendation by Wastewater Treatment Division management and King County Human Resources Division Classification/Compensation Section. Such allocation is subject to appeal by the employee and/or union in accordance with the King County Personnel Guidelines.

6. The County agrees to pay cost of living increases to members of the bargaining unit on January 1, 2006 in accordance with the methodology provided for in Article 21 of the parties' collective bargaining agreement equal to ninety percent (90%) of the CPI-W, All Cities Index, September 2004 to September 2005.

APPROVED this _____ day of _____, 2005

By: _____
King County Executive

Technical Employees Association:

Eric Mandel
President